



# RELIGIOUS ACCOMMODATION



# Overview

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- Define Army policy on religious accommodations
- Define religious discrimination
- Discuss nine elements of religious discrimination
- Identify four categories of religious practices that can conflict with military duties
- Explain the procedures for requesting religious accommodations
- Discuss commanders actions on requests for religious accommodation

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# **ARMY POLICY ON RELIGIOUS ACCOMMODATION**

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**It is the Army's policy to approve requests for religious accommodation if:**

- the accommodation of religious practices will not have an adverse impact on readiness, unit cohesion, health, safety, discipline or morale;**
- the accommodation will not otherwise interfere with the soldier's duties.**

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# **RELIGIOUS DISCRIMINATION**

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**Any action, intended or unintended, unlawfully or unjustly results in unequal treatment of a person or groups based on religion and for which distinctions are not rational considerations.**

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# **ELEMENTS OF RELIGIOUS DISCRIMINATION**



- Discounting beliefs of others
- Religious jokes/slurs
- Compulsory services
- Exclusionary prayer
- Stereotyping people by their religion
- Non-association due to religion
- Failure to provide alternative services
- Lack of concern



# **RELIGIOUS PRACTICES THAT CONFLICT WITH MILITARY DUTIES**



- Worship practices
- Dietary practices
- Medical practices
- Wear and appearance of the uniform
- Personal grooming



# COMMANDER'S REQUIREMENT

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- High value the Army places on religious beliefs
- Request is sincere and religion based
- If the accommodation will have an adverse impact on military readiness, unit cohesion, standards, health, or discipline
- Importance of the accommodation to the individual

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